



DEPUTY DIRECTOR FOR TRANSPORTATION POLICY

MONTGOMERY COUNTY, MARYLAND

First Review of Applications: July 19, 2023



PUBLIC SECTOR EXECUTIVE RECRUITMENT

THE COMMUNITY

Montgomery County, located adjacent to Washington, DC, has over 1.05 million residents and is one of Maryland's most populous and affluent counties. The County is also the most diverse in the State and ranks among the top ten most diverse counties in the nation.

Many families seeking a high quality of life and excellent schools are attracted to the County for its employment offerings, livable neighborhoods, safe communities, inclusion, and diversity. With a variety of cities, towns, and urban districts, Montgomery County's communities include Bethesda, Chevy Chase, Gaithersburg, Germantown, Rockville (the County seat), and Silver Spring. Montgomery County is home to many major U.S. government offices, scientific research and learning centers, and business campuses.

The County's workforce is one of the most educated in the nation, with the most advanced degrees per capita of any jurisdiction with one million residents or more. Higher education is further exemplified within the County by Johns Hopkins University's Montgomery County Campus, Montgomery College, the Universities at Shady Grove, and the University of Maryland Global Campus – creating a thriving center for advanced educational opportunities. Advanced medical centers include Howard Hughes Medical Institute and the National Institutes of Health.

The County's public school district is the largest in Maryland and in the top 20 largest school districts nationwide. Its 210 schools, including 42 national Blue Ribbon Schools, serve over 160,000 students.



THE ORGANIZATION

Montgomery County Government is composed of the Executive and Legislative branches. The Executive Branch implements and enforces Montgomery County's laws and provides executive direction to the government. Its chief executive officer is the County Executive. The County Council members and the County Executive serve four-year terms.

Montgomery County is a leader in technological solutions and advancement in both Maryland and the U.S. It's been named the top Digital County by the Center for Digital Government, designated as a Tech Savvy County by the Public Technology Institute, and won numerous awards for providing customized services, reporting solutions and communication system implementations benefitting over 1.05 million County residents.

Montgomery County has a strong tradition of prudent fiscal management, and this can be seen with the following distinctions:

- Montgomery County holds the highest bond rating from each of the three major credit rating agencies.
- The County has a mandatory balanced budget and develops a six-year financial plan as part of its annual operating budget development process.
- In May 2023, the County Council approved the Montgomery County FY24 Operating Budget (including debt service, the school district, and community college) for \$6.3 billion. The County has a 6-year (FY23-28) capital budget of \$17 billion.



The Montgomery County Department of Transportation (MCDOT) supports travel alternatives, improving safety, and embracing cutting-edge solutions. The implementation of Capital Bikeshare, traffic signal modernization, smart parking meters, and the ongoing Vision Zero initiatives are just a few of their diverse projects and programs. MCDOT continues to plan for the future with more jobs, more people, and more options through transformative projects such as the Purple Line light rail and Bus Rapid Transit projects.

Montgomery County's Department of Transportation is comprised of 1,400 positions, 1,200 of which are represented by the County's bargaining unit. Learn more about MCDOT at: <https://www.montgomerycountymd.gov/DOT/>.

THE POSITION

Under the executive appointment of the County Executive and reporting to the Department of Transportation Director, the Deputy Director for Transportation Policy is responsible for shaping and implementing a complex transportation network for the County. This is an appointed, non-merit position in the County Government. The position essentially serves as the chief transportation planner, with responsibilities for ensuring the alignment and integration of strategies for transportation, transportation planning, public works, and municipal parking functions.

The Deputy Director of Transportation Policy directs transportation and infrastructure policies, programs, and strategic investments to ensure they are designed, managed, and operated in accordance with the County's commitment to increasing economic opportunity, improving public safety, building a more vibrant County, improving outreach to community members and other stakeholders, and strengthening the County's function.

Key responsibilities include examining issues and problems relating to transportation and developing responsive and fiscally sound policies for the Department's programs which impact on a variety of public, private, and community interests and operations. The work involves the planning, development, and implementation of County Government transportation programs which are essential to the County Government's mission and affects large numbers of people throughout the County.

Responsibilities of the position include:

- Maximize the value, within County's financial capacity, provided by the County's transportation system.
- Coordinate and align the County's transportation system and programs with those of neighboring jurisdictions, the State, and regional transportation agencies.
- Ensure County's transportation and infrastructure facilities and programs are best in class and meet the diverse needs of the County.
- Oversee the policy direction for the Department of Transportation and transportation planning by exploring and developing solutions for mobility to move people and things, shape urban form, affect economic vitality, and impact the quality of life effectively and efficiently within the County.

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Responsibilities of the position *(continued)*:

- Provide overall strategic direction to ensure high-quality services are provided, maintain and improve the County's infrastructure, and guarantee a clean and safe environment.
- Provide vision and oversight to create financial and operational efficiencies by leveraging best-in-class parking system techniques and designs.
- Partner with the County Executive, Chief Administrative Officer, Director, Chief Operating Officer, County Council, and other county leaders to best achieve the County's stated mobility, access, and operational goals.
- Implement the County's Strategic Plan for Transportation.
- Meets with and makes verbal and written presentations before appointed and elected officials, community organization and private sector business representatives, and officials of both regulatory and non-regulatory local, State, and federal government agencies.
- Guide investments in the County's transportation assets to improve mobility and reduce operations and management costs where feasible.
- Make policy recommendations and decisions through improved data collection, performance management, engagement with County residents, and national best practices.
- Oversee an effective, responsive, and accountable organization to ensure the attraction and retention of qualified staff and provide professional development opportunities to successfully implement best practices that serve the evolving needs of County residents.
- Communicate with policymakers about projects, policies, and results and provide comprehensive information to the public.
- Foster collaborative and innovative partnerships with the County, and regional, State, and federal agencies, community groups, industry organizations, and the non-profit, private, and philanthropic sectors to advocate for the County's transportation policy and investment priorities.
- Directs the coordinated analysis of and response to multi-divisional issues. e.g., review and analysis of Master Plans, Sector Plans, proposed legislation, etc.

DESIRED CAPABILITIES

The Deputy Director for Transportation Policy will be a visionary leader who inspires a high level of respect among experienced professionals to drive progress and implement transformative changes. Ideal candidates will possess a positive personality, a broad worldview, high emotional intelligence, and a strong ability to navigate challenging interactions. The Deputy Director will be a leader who brings a sense of excitement to the workplace and actively contributes to the team's success.

In addition, the desired candidate will have:

- Excellent leadership skills with an exceptional ability to inspire, empower, mentor, develop, and sustain a highly functional team.
- Extensive knowledge of transportation management in a large and complex urban environment.
- Exhibit a strong commitment to diversity and a passion for safe, sustainable transportation and infrastructure development.
- Knowledge of grant development and compliance, transportation planning principles, public works, and municipal parking systems.
- Excellent written and verbal communication skills.
- Must be politically savvy and sensitive to the interests of a wide range of stakeholder groups, strategic partners, elected officials, and administrative colleagues.
- Strong understanding of and/or experience working with local, State, and/or federal transportation programs and policies with emphasis on transit and transportation demand management.



LEADERSHIP OPPORTUNITIES

Innovating Funding Strategies: The Deputy Director for Transportation Policy will have the unique opportunity to spearhead the management of outside funding for transportation projects. This includes securing and managing state and federal grants, as well as exploring nontraditional and innovative sources of funding. The Deputy Director will play a pivotal role in designing and implementing a streamlined process to ensure the organization is well-positioned to secure funding and drive forward transformative projects.

Collaborating with the Engineering Division for Project Excellence: The Deputy Director will have the opportunity to collaborate with engineers, leveraging their expertise and ensuring project effectiveness from conception to implementation. This position's leadership will be critical in fostering a seamless partnership between the policy and engineering teams, resulting in innovative and sustainable transportation solutions for Montgomery County.

Transforming Transportation Demand Management (TDM): The Deputy Director will drive the continuing evolution of the County's Transportation Demand Management program and the expansion of TDM initiatives, integrating them into all aspects of the County's transportation programs. By developing comprehensive strategies, the Deputy Director will shape a future where alternative modes of transportation and smart commuting options become the norm, reducing congestion, and improving the quality of life for all residents.

Collaborating with Development Review Staff: As a visionary leader, the Deputy Director will work closely with the County's development review staff to transform their role from regulators to valuable contributors in the transportation planning and development approval processes. By fostering a collaborative and constructive environment, the Deputy Director will encourage staff to provide innovative ideas and solutions that add value to the development process.

Setting the Tone for Regional Transportation Participation: The Deputy Director's role extends beyond Montgomery County. The Deputy Director will have the opportunity to shape and redefine the County's participation in regional transportation issues, including collaborating with organizations such as the DC Metro and Metropolitan Planning Organization (MPO). The Deputy Director's leadership will establish a strong and influential presence, advocating for the County's interests while fostering regional partnerships to drive forward transportation initiatives that benefit the entire community.

EDUCATION AND EXPERIENCE

This position requires a bachelor's degree in public administration, business, engineering, transportation, architecture, urban planning, or a closely related field, and a minimum of ten years' experience in transportation or public works administration, public sector management, or a closely related field. A minimum of five years' experience in an executive level and/or leadership is required. Experience must include working with internal shareholders including other departments and collective bargaining units. Additional experience must include government, finance, and operations. A Master's degree in transportation, urban planning, public policy, or a similar field is preferred, as is licensure by the State of Maryland as a Professional Engineer.

COMPENSATION AND BENEFITS

The starting salary is highly competitive and up to \$213,394 depending upon the background and qualifications of the successful candidate. Montgomery County has an exceptional compensation package including pay for performance, medical, dental, life insurance, long-term disability, flexible spending account, defined contribution retirement plan, deferred compensation plan, vacation, sick leave, wellness program, and other highly competitive benefits. Relocation reimbursement is negotiable. The working conditions are outstanding, and the locale is ideal.

APPLICATION AND SELECTION PROCESS

We invite qualified professionals to submit a cover letter and resume by visiting our website at:

<https://www.governmentjobs.com/careers/bakertilly>

This position is open until filled; however, interested applicants are strongly encouraged to apply no later than July 19, 2023.

Candidate names will remain confidential until a finalist is selected and the County Executive sends the nomination to the County Council. The hired candidate will be subject to a medical exam and a background check with prior permission. For more information, please contact Anne Lewis at anne.lewis@bakertilly.com or by calling 703-923-8214.

To learn more about Montgomery County, please visit their website at:

<https://www.montgomerycountymd.gov/>

